

(As of February 20, 2001)

Section 6-1102. Statement of Policy¹⁸ --

It is hereby declared to be the purpose of this chapter of the charter to establish in the city a system of personnel administration based on merit principles and generally accepted methods governing the classification of positions and the employment, conduct, movement and separation of public officers and employees.

It is also declared to be the purpose of this chapter of the charter to build a career service which will attract, select and retain, on a merit basis, the best qualified civil servants who shall hold their offices or positions, free from coercive political influences, with incentives in the form of genuine opportunities for promotions in order that they may provide competent and impartial service to the public according to the dictates of ethics and morality. In order to achieve these purposes, it is the declared policy of the city that the personnel system hereby established be applied and administered in accordance with the following merit principles:

- (a) Equal opportunity for all regardless of age, race, sex, religion or politics.
- (b) Impartial selection of the ablest person for government service by means of competitive tests which are fair.
- (c) Just opportunity for competent employees to be promoted within the service.
- (d) Reasonable job security for the competent employee, including the right of appeal from personnel actions.
- (e) Systematic classification of all positions through adequate job evaluation.
- (f) Proper balance in employer-employee relations between the people, as the employer, and employees, as individual citizens, to achieve a well trained and productive working force.

(1992 General Election Charter Amendment Question No. 32D)

¹⁸The City and County of Honolulu does not appear subject to Hawaii Revised Statutes Chapter 76 (Civil Service Law). Gibb v. Spiker, 68 Haw. 432, 718 P.2d 1076 (1986).